

ABSTRAK

Kepuasan karir merupakan keinginan karyawan di perusahaan, ketika perusahaan mampu memberikan kepuasan karir yang positif maka karyawan akan merasa dihargai. Berkaitan dengan pengembangan manajemen karir sumber daya yang dimiliki perusahaan, kepuasan karir menjadikan salah satu tujuan karyawan di perusahaan. Penelitian ini bertujuan untuk mengetahui pengaruh *perceived organizational career management* terhadap kepuasan karir, adaptasi karir sebagai variabel moderator. Selain itu, penelitian ini juga bertujuan untuk menganalisis peran moderasi adaptasi karir. Sampel yang digunakan dalam penelitian ini 106 karyawan Kantor Pusat PT Bank Pembangunan Daerah Jawa Timur, Tbk Surabaya. Analisis data pada penelitian ini menggunakan Partial Least Square (PLS) dengan program SmartPLS. Berdasarkan hasil analisis disimpulkan adanya pengaruh signifikan pada kedua hipotesis yakni *perceived organizational career management* berpengaruh positif dan signifikan terhadap kepuasan karir dan adaptasi karir memoderasi hubungan *perceived organizational career management* terhadap kepuasan karir.

Kata kunci: *perceived organizational career management*, adaptasi karir, kepuasan karir.

ABSTRACT

Career satisfaction is the desire of employees in the company, when the company is able to provide a positive career satisfaction, the employee will feel appreciated. In connection with the development of career management resources owned by the company, career satisfaction makes one of the goals of employees in the company. This study aimed to investigate the effect of perceived organizational career management to career satisfaction, career adaptation as a moderator variable. In addition, this study also aims to analyze the role of adaptation moderation career. The sample used in this study were 106 employees of the Head Office of PT Bank Pembangunan Daerah Jawa Timur, Tbk Surabaya. Analysis of the data in this study using Partial Least Square (PLS) with SmartPLS program. Based on the analysis concluded their significant influence on both the hypothesis that perceived organizational career management and significant positive effect on career satisfaction and career adaptation moderate the relationship of perceived organizational career management to career satisfaction.

Keyword: perceived organizational career management, Career Adaptation, Career Satisfaction.